

	DUTY TO INTERVENE	Operations Order 1.6.00
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1. PURPOSE

- A. To set forth the legal, ethical, and affirmative duty of Phoenix Police Department employees to intervene, to prevent, or stop misconduct and/or other detrimental behavior. Intervening can reduce or prevent harm to employees, prevent or stop employee misconduct, prevent or reduce harm to individuals, increase community trust, and preserve the integrity of the Department.

The duty to intervene is reflected in the Purpose Statement, Guiding Values (P.R.I.D.E. statement), and through training.

Any employee present, regardless of rank or title, observing another employee engaged in misconduct, unethical behavior, or violations of law and policy, shall intervene, or attempt to intervene, when practical and safe to do so.

2. SUPPORTING PRINCIPLES

- A. **Active Bystandership** – The Phoenix Police Department has adopted the standards and training for Active Bystandership for Law Enforcement (ABLE), a program developed by Georgetown University's Center for Innovations in Community Safety.

The core standards of this program are in alignment with the Department's values, including community accountability, employee wellness, and sustainability and commitment. To ensure there is full compliance with internal policy, all Department employees (civilian and sworn) are required to participate in ABLE training and program updates.

- B. **Employee Safety and Wellness** - The duty to intervene is reflected in the Department's commitment to employee safety and wellness. Interventions have the potential to increase officer safety, prevent officer injury and critical incidents, de-escalate violent encounters, identify opportunities to address problematic behavior that could lead to loss of rank and/or employment, and maintain a healthy working environment. Intervention can preserve the integrity of all department employees which is essential in gaining the community's trust.

- C. **Community Safety and Wellness** - The Department's commitment to respect sanctity of life and treating all members of the public fairly and respectfully is the core purpose of the duty to intervene. Interventions are intended for the safety of all persons involved during incidents. Interventions can also lead to fewer citizen complaints and an increased belief in the shared value of community safety.

3. GENERAL

- A. All employees must recognize and act upon the affirmative duty to intervene to prevent or stop any employee from conducting any act that is unethical or that violates law or policy, including, but not limited to:
- (1) Excessive force, including intentionally escalating an encounter absent a lawful, necessary purpose.
 - (2) Stops, searches, and arrests that are unconstitutional or other actions/inactions that violate Constitutional protections, state and city statutes, or Department Policy.
 - (3) Discriminatory policing (See [Operations Order 1.4.00, Prohibition of Bias-Based Policing](#)).
 - (4) Retaliation against an individual participating in 1st Amendment protected activity.
- B. Interventions may be verbal and/or physical depending on the urgency of the situation and the potential level of misconduct and/or problematic behavior.

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3. C. If apparent signs of stress and/or mental health issues are affecting a colleague's performance, employee's may intervene by connecting their colleague to the Employee Assistance Unit (EAU).

4. **DEFINITIONS**

A. Intervene	To verbally or physically interact with another employee to prevent or alter a result or course of events.
B. Bystander	A witness in a position to know that there is a need for corrective action and is in a position to take some form of action
C. Active Bystandership	Being in a position to know that there is a need for positive action and making the effort to step forward, speak up, take action, or through their actions encourages others to intervene.

5. **REQUIRED ACTION**

A. Employee

- (1) Whenever possible, if observing behavior that suggests that another employee is about to engage in unethical or inappropriate behavior, take a preventive approach. Take an active approach to intervene to stop any unethical behavior or misconduct when such conduct is actively being committed by another employee.
- (2) Examine the circumstances surrounding the incident to determine the appropriate form of intervention.
- (3) If verbal interventions are not sufficient to stop the act, come between the offending employee and the other individual involved when safe and feasible, while preserving officer safety (e.g., maintaining tactical advantage over a suspect).
- (4) If the other employee is receptive to the intervention, and the conduct, behavior, or action is avoided, employees may proceed with their duties. If no misconduct occurs, there is no reporting requirement.
- (5) If the other employee is not receptive to the intervention and misconduct occurs, employees shall immediately contact a supervisor to report and request they respond to the incident, if applicable.

B. Supervisors

- (1) If appropriate, consider making a recommendation through your chain of command that the employee who intervened receive a commendation for their actions.
- (2) If misconduct occurred, supervisors will investigate/report it per Department policy.

Last Organizational Review: